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SIXTH ANNUAL REPORT

OF THE

MINIMUM WAGE BOARD

1926

PRINTED BY ORDER OF
THE LEGISLATIVE ASSEMBLY OF ONTARIO



TORONTO

Printed and Published by the Printer to the King's Most Excellent Majesty
1927



A vertical strip of a blue book cover. The cover features a pattern of small, colorful dots (red, yellow, green, and blue) arranged in a grid-like fashion, creating a textured, pixelated effect. The dots are concentrated in the center of the strip, with the blue background visible on either side.

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Toronto, March 17th, 1927.

TO HIS HONOUR WILLIAM D. ROSS, ESQ.,
Lieutenant-Governor of the Province of Ontario.

MAY IT PLEASE YOUR HONOUR:

The undersigned has the honour to present to Your Honour the Fifth Annual Report of the Minimum Wage Board of Ontario, for the year 1926.

Respectfully submitted.

FORBES GODFREY,
Minister of Health and Labour.

91976

Toronto, March 17th, 1927.

THE HONOURABLE FORBES GODFREY, M.D.,
Minister of Labour,
Parliament Buildings, Toronto.

SIR:—I have the honour to submit herewith the Sixth Annual Report of the Minimum Wage Board.

I have the honour to be,

Sir,

Your obedient servant,

J. W. MACMILLAN,
Chairman.

ANNUAL REPORT

MINIMUM WAGE BOARD, 1926

This is the sixth annual report of the Minimum Wage Board of the Province of Ontario. We count ourselves singularly fortunate in that the personnel of the Board has continued unchanged from its formation, and that all along we have enjoyed the favourable co-operation of both the employers and employees of the Province.

When six years ago we met first with a group of employers, we assured them that we had no intention of interfering with the conduct of any business operating in a wholesome fashion. These gentlemen took us at our word, and gave us the great benefit of their intimate knowledge of their own industry in working out the regulations contained in our first order. Since that initial conference we have been in constant touch with these gentlemen and their successors, and feel to-day that they regard us as their friends. They tell us that their industry, as a whole, is in a sounder state, with increased production from the workers and higher efficiency in management, and they generously give us credit for having helped them to reach this happy condition.

All of the forty-three orders we have issued have been framed in a similar fashion, in collaboration with representative employers, and their effect upon the several industries has been likewise beneficial. The better employer has been protected against his unsocial rival. The bewildering variety of wage rates has been brought to some degree of semblance and conformity. Some employers, whose aim had simply been to reduce wage-cost, have learned the wiser plan of assessing wage-cost as against production-cost. Best of all, those workers whose wages had been below the line of decent support have been lifted into independence.

It gave us great comfort to learn that a big boarding house in Toronto, maintained as a charity for girls whose wages would not permit them to pay the commercial price of board, had been closed and sold because such assistance was no longer needed. It is encouraging to note that working girls value their independence and readily pay their way as soon as they can afford to do so, and further, such action on their part confirms the justness of our budget figures, refuting the occasional critic who claims they are below the minimum line of self-support.

The workers whom we exist to protect are almost entirely without organization or any means of framing and expressing their opinions as a class. This has made it difficult for us to consult them, and every conference held respecting any trade presents the problem of selecting and gathering representative employees. They are numerous, widely scattered, unknown to each other, and comparatively helpless in the midst of the turmoil and haste of the industrial arena they have entered. Yet after six years they and we have come to know each other, and the readiness with which they turn to us when in trouble is the best evidence possible that they have accepted us as their protectors.

Organized labour, while largely male in membership, is yet keenly alive to the interests of women who work. We have to acknowledge much assistance from trade unions. There are some trades where the men are organized but not the women, and other trades partially organized without reference to sex lines. We have always asked the help of whatever organization exists. It has been freely given, affording us an intimate and sympathetic knowledge of the problems involved. Moreover, in the enforcement of our orders, we are much helped by labour councils and public-spirited members of unions.

COST OF LIVING BUDGET

As the minimum wages prescribed are determined by the cost of living, it is necessary to estimate the least sum upon which a working woman can be expected to support herself. Here is the budget for Toronto as revised in October, 1926.

Item	October, 1926	Cost per year
Board and lodging at \$7.00 per week.....		\$364 00
CLOTHING:		
Footwear and repairs, 3 pairs, \$5.00, \$4.25, \$4.00; bedroom slippers, \$1.00; repairs, \$2.00; goloshes and rubbers (2 years), \$4.00.....		\$20 25
Stockings, 8 pairs.....		6 40
Underwear.....		8 50
Nightgowns.....		4 00
Costume slips and bloomers.....		5 00
Corsets }.....		
Brassiers }.....		5 50
Kimona (two years).....		1 25
Hats.....		11 00
Suits (half cost, to wear two years).....		11 25
(or skirt (one year) \$5.00, and light coat (two years), \$12.50)		
Winter coat (half cost, to wear two years).....		8 25
Winter dresses.....		10 00
Summer dresses, two or three.....		12 00
Shirt waists, three.....		8 50
Sweater (two years).....		2 00
Aprons.....		2 50
Handkerchiefs.....		2 00
Gloves.....		4 00
Scarf.....		1 00
Umbrella, to last two years.....		1 25
Total expense for clothing.....		\$124 65
SUNDRIES:		
Laundry.....		\$39 00
Doctor, dentist, optician.....		20 00
Carfare.....		39 00
Reading matter.....		6 00
Postage and stationery.....		5 00
Recreation and amusement.....		23 00
Church and charity.....		10 00
Incidentals, including brush, comb, soap, tooth, paste, talcum powder, nail file, shoe polish, hand lotion, pins, needles, thread, whisk, shoe laces, etc.....		20 00
Total expenses for sundries.....		\$162 00
Total expenses for year.....		\$650 40
Board and lodging per week.....		\$7 00
Clothing per week.....		2 39
Sundries per week.....		3 11
Total per week.....		\$12 50

COMPARATIVE STATISTICS

In our former reports we showed tables of wages and hours for each successive year. But now that we have been six years at work we must confine ourselves to a selection from the growing mass of statistics in our files. We are setting down one column to show wages and hours at the time the order went into force, and a second column to show these things as in 1926. Thus the contrast is between "before taking" and "sometime after taking."

On account of the revision of these orders we cannot follow the original sequence with precision. In some cases several orders have been merged into one. In other cases the group covered by an order has been enlarged to include other trades. Again, trades have been removed from one order to another. Notes regarding these matters are inserted in each case. It is evident that the comparison between the two columns will be less exact where these changes have taken place.

ORDER NO. 31

This order deals with laundries, dye-works and dry-cleaning establishments. It incorporates and supersedes Orders 1, 4 and 5.

IN THE CITY OF TORONTO

	1921	1926
Number of firms reporting	33	41
Total number of female employees	706	1,131
Over 18 years	638	1,000
Under 18 years	68	131
Total weekly wages	\$8,888 94	\$13,811 39
Over 18 years	8,253 94	12,543 43
Under 18 years	635 00	1,267 96
Average weekly wages	\$12 59	\$12 21
Over 18 years	12 93	12 54
Under 18 years	9 33	9 68
Percentage of young girls under 18	9.6	11.5
Percentage of married women under 50 .....	....	34.3
Average hours worked per week	44.8	46.9
Weekly rate of wages:	1921	1926
Under \$7.00	1	....
7- 8	1	....
8- 9	8	3
9-10	33	65
10-11	65	117
11-12	72	96
12-13	168	458
13-14	106	92
14-15	89	98
15-16	68	83
16-18	51	46
18-20	20	32
20-22	16	21
22-up	8	20
Total	706	1,131

In cities of more than 30,000 population, excepting Toronto.

	1921	1926
Number of firms reporting	26	32
Total number of female employees	412	462
Over 18 years	359	435
Under 18 years	53	27
Total weekly wages	\$4,825 40	\$5,937 55
Over 18 years	4,322 60	5,662 05
Under 18 years	502 80	275 50

	1921	1926
Average weekly wages.....	\$11 71	\$12 86
Over 18 years.....	12 04	13 02
Under 18 years.....	9 48	10 20
Percentage of young girls under 18.....	12.8	5.9
Percentage of married women under 50.....	.....	30.5
Average hours worked per week.....	47.2	48.5

Weekly rate of wages:	1921	1926
Under \$7.00.....	7	.....
7- 8.....	13	11
8- 9.....	47	9
9-10.....	50	11
10-11.....	54	30
11-12.....	46	34
12-13.....	56	175
13-14.....	43	80
14-15.....	24	33
15-16.....	30	36
16-18.....	14	12
18-20.....	16	13
20-22.....	4	9
22-up.....	8	8
Total.....	412	462

In places having less than 30,000 population.

	1921	1926
Number of firms reporting.....	33	38
Total number of female employees.....	317	407
Over 18 years.....	228	358
Under 18 years.....	89	49
Total weekly wages.....	\$3,395 56	\$4,340 73
Over 18 years.....	2,594 96	3,864 79
Under 18 years.....	800 60	475 94
Average weekly wages.....	\$10 71	\$10 66
Over 18 years.....	11 38	10 80
Under 18 years.....	8 99	9 71
Percentage of young girls under 18.....	28.07	12.04
Percentage of married women under 50.....	.....	13.7
Average hours worked per week.....	50.6	48.5

Weekly rate of wages:	1921	1926
Under \$7.00.....	6	2
7- 8.....	20	17
8- 9.....	70	28
9-10.....	39	73
10-11.....	39	66
11-12.....	32	103
12-13.....	48	54
13-14.....	22	15
14-15.....	14	13
15-16.....	15	10
16-18.....	4	9
18-20.....	2	10
20-22.....	6	3
22-up.....	...	4
Total.....	317	407

ORDERS NOS. 3, 6, 10, 29

Retail Stores

These govern saleswomen in retail stores. The following tables give particulars for a number of typical stores, the same stores on the whole, having been taken throughout the years compared. It is a practical impossibility to gather returns from all the retail stores, so the endeavour is made to present a picture which may be taken as representing generally the several parts of the Province.

ORDER No. 3

Retail stores in Toronto:		
Number of firms reporting.....	1921	1926
Total number of female employees.....	13	25
Over 18 years.....	391	443
Under 18 years.....	349	410
Total weekly wages.....	42	33
Over 18 years.....	\$5,179 50	\$7,116 75
Under 18 years.....	4,693 50	6,739 25
Average weekly wages.....	486 00	377 50
Over 18 years.....	\$13 25	\$16 06
Under 18 years.....	13 44	16 44
Percentage of young girls under 18.....	11 57	11 44
Percentage of married women under 50.....	10 7	5 6
Average hours worked per week.....	49	48 5
Weekly rate of wages:		
Under \$7.00.....	1921	1926
7- 8.....	4	.....
8- 9.....	9	.....
9-10.....	9	4
10-11.....	15	7
11-12.....	46	7
12-13.....	109	109
13-14.....	53	42
14-15.....	46	37
15-16.....	35	39
16-18.....	30	57
18-20.....	14	46
20-22.....	10	21
22-up.....	11	74
Total.....	391	443

ORDER No. 6

Retail stores in cities of 30,000 or over, excepting Toronto.

Retail stores in cities of 30,000 or over, excepting Toronto:		
Number of firms reporting.....	1921	1926
Total number of female employees.....	26	19
Over 18 years.....	1,123	1,107
Under 18 years.....	930	1,066
Total weekly wages.....	193	41
Over 18 years.....	\$14,045 00	\$15,784 50
Under 18 years.....	12,325 50	15,413 50
Average weekly wages.....	1,619 50	371 50
Over 18 years.....	\$12 50	\$14 26
Under 18 years.....	13 25	14 46
Percentage of young girls under 18.....	8 39	9 13
Percentage of married women under 50.....	17 1	3 7
Average hours worked per week.....	.....	6 6
Weekly rate of wages:		
Under \$7.00.....	48	47 7
7- 8.....	1921	1926
8- 9.....	37	1
9-10.....	31	2
10-11.....	127	36
11-12.....	78	26
12-13.....	185	71
13-14.....	77	39
14-15.....	188	351
15-16.....	67	73
16-18.....	65	118
18-20.....	115	138
20-22.....	49	82
22-up.....	34	45
Total.....	29	49
	41	76
Total.....	1,123	1,107

ORDER No. 10

Retail stores in towns and cities from 5,000 to 30,000 population.

	1921	1926
Number of firms reporting	103	67
Total number of female employees	1,171	936
Over 18 years	1,052	872
Under 18 years	119	64
Total weekly wages	\$14,695 36	\$12,962 10
Over 18 years	13,876 36	12,382 60
Under 18 years	819 00	579 50
Average weekly wages	\$12 55	\$13 85
Over 18 years	13 19	14 20
Under 18 years	7 72	9 06
Percentage of young girls under 18	10.1	6.8
Percentage of married women under 50 .....	...	5.4
Average hours worked per week	50.1	50.4
Weekly rate of wages:	1921	1926
Under \$7.00	63	11
7- 8	45	18
8- 9	74	38
9-10	107	50
10-11	166	120
10-12	73	92
12-13	171	135
13-14	38	63
14-15	54	71
15-16	127	107
16-18	83	59
18-20	47	65
20-22	57	43
22-up	66	64
Total	1,171	936

Retail stores in places under 5,000 population.

	1921	1926
Number of firms reporting	29	21
Total number of female employees	149	122
Over 18 years	140	117
Under 18 years	9	5
Total weekly wages	\$1,772 65	\$1,580 81
Over 18 years	1,693 15	1,542 81
Under 18 years	79 50	38 00
Average weekly wages	\$11 89	\$12 95
Over 18 years	12 09	13 19
Under 18 years	8 83	7 60
Percentage of young girls under 18	6	4.1
Percentage of married women under 50 .....	...	1.6
Average hours worked per week	52.5	51.9
Weekly rate of wages:	1921	1926
Under \$7.00	11	10
7- 8	9	7
8- 9	10	9
9-10	12	15
10-11	28	12
11-12	2	6
12-13	22	15
13-14	4	4
14-15	4	6
15-16	11	10
16-18	3	9
18-19	7	3
22-22	8	4
22-up	8	12
Total	149	122

ORDER No. 29

This order governs departmental stores in Toronto having more than 150 employees. It covers saleswomen and the mail-order employees, but not the restaurant or operative employees.

	1921	1926
Number of firms reporting.....	3	2
Total number of female employees.....	2,782	3,430
Over 18 years.....	2,376	3,020
Under 18 years.....	406	410
Total weekly wages.....	\$38,580 50	\$51,315 00
Over 18 years.....	34,648 50	47,390 00
Under 18 years.....	3,932 50	3,925 00
Average weekly wages.....	\$13 86	\$14 96
Over 18 years.....	14 58	15 69
Under 18 years.....	9 68	9 57
Percentage of young girls under 18.....	14.6	11.09
Percentage of married women under 50.....	.....	18.9
Average hours worked per week.....	47	47.9

Weekly rate of wages:	1921	1926
Under \$7.00.....	.....	4
7- 8.....	10	2
8- 9.....	178	128
9-10.....	171	99
10-11.....	101	100
11-12.....	71	91
12-13.....	309	281
13-14.....	324	453
14-15.....	393	535
15-16.....	398	554
16-18.....	428	508
18-20.....	181	271
20-22.....	111	153
22-up.....	107	251
Total.....	2,782	3,430

ORDERS NOS. 13, 14, 15, 16

The Textile Trades

ORDER No. 13

Textile factories in Toronto.

	1922	1926
Number of firms reporting.....	31	35
Total number of female employees.....	1,773	2,282
Over 18 years.....	1,482	2,069
Under 18 years.....	291	213
Total weekly wages.....	\$23,757 45	\$33,729 20
Over 18 years.....	20,817 13	31,294 84
Under 18 years.....	2,940 32	2,434 36
Average weekly wages.....	\$13 39	\$14 78
Over 18 years.....	14 04	15 13
Under 19 years.....	10 10	11 43
Percentage of young girls under 18.....	16.4	9.3
Percentage of married women under 50.....	.....	17.6
Average hours worked per week.....	45.5	45

Weekly rate of wages:	1922	1926
Under \$7.00.....	10	2
7- 8.....	14	3
8- 9.....	20	39
9-10.....	55	64
10-11.....	131	148
11-12.....	161	118
12-13.....	262	457
13-14.....	184	292
14-15.....	198	219
15-16.....	178	333
16-18.....	255	314
18-20.....	200	154
20-22.....	74	90
22-up.....	31	49
Total.....	1,773	2,282

ORDER No. 14

Textile factories in cities of 30,000 population or over, excepting Toronto.

	1922	1926
Number of firms reporting.....	20	23
Total number of female employees.....	2,173	4,102
Over 18 years.....	1,555	3,417
Under 18 years.....	618	685
Total weekly wages.....	\$26,788 24	\$55,115 15
Over 18 years.....	20,547 52	47,485 00
Under 18 years.....	6,220 70	7,630 15
Average weekly wages.....	\$12 32	\$13 44
Over 18 years.....	13 21	13 90
Under 18 years.....	10 06	11 14
Percentage of young girls under 18.....	28.4	16.7
Percentage of married women under 50.....	.....	27.3
Average hours worked per week.....	48.1	48.2

Weekly rate of wages:	1922	1926
Under \$7.00.....	30	5
7- 8.....	77	17
8- 9.....	156	147
9-10.....	194	211
10-11.....	284	360
11-12.....	215	365
12-13.....	293	427
13-14.....	216	446
14-15.....	202	364
15-16.....	189	841
16-18.....	180	396
18-20.....	89	309
20-22.....	28	126
22-up.....	20	88
Total.....	2,173	4,102

ORDER No. 15

Textile factories in cities and towns of from 5,000 to 30,000 population.

	1922	1926
Number of firms reporting.....	53	63
Total number of female employees.....	3,451	4,618
Over 18 years.....	2,540	3,592
Under 18 years.....	911	1,026
Total weekly wages.....	\$41,539 16	\$56,623 58
Over 18 years.....	33,557 54	46,145 35
Under 18 years.....	7,981 62	10,478 23
Average weekly wages.....	\$12 06	\$12 26
Over 18 years.....	13 21	12 85
Under 18 years.....	8 76	10 21
Percentage of young girls under 18.....	26.4	22.2
Percentage of married women under 50.....	.....	14.6
Average hours worked per week.....	49.1	49.9

Weekly rate of wages:	1922	1926
Under \$7.00.....	94	62
7- 8.....	168	176
8- 9.....	275	358
9-10.....	366	437
10-11.....	466	556
11-12.....	370	958
12-13.....	435	520
13-14.....	348	350
14-15.....	322	385
15-16.....	162	331
16-18.....	227	224
18-20.....	138	175
20-22.....	45	41
22-up.....	35	45
Total.....	3,451	4,618

ORDER No. 16

Textile factories in places having less than 5,000 urban population.

	1922	1926
Number of firms reporting.....	60	61
Total number of female employees.....	2,237	2,463
Over 18 years.....	1,813	2,026
Under 18 years.....	424	437
Total weekly wages.....	\$24,982 02	\$29,392 82
Over 18 years.....	21,622 79	25,199 11
Under 18 years.....	3,359 23	4,193 71
Average weekly wages.....	\$11 17	\$11 93
Over 18 years.....	11 93	12 44
Under 18 years.....	7 92	9 60
Percentage of young girls under 18.....	18.9	17.7
Percentage of married women under 50.....	.....	16.4
Average hours worked per week.....	51.4	51.2
Weekly rate of wages:	1922	1926
Under \$7.00.....	123	37
7- 8.....	79	107
8- 9.....	217	203
9-10.....	249	312
10-11.....	392	460
11-12.....	302	236
12-13.....	211	418
13-14.....	347	348
14-15.....	86	130
15-16.....	73	59
16-18.....	78	81
18-20.....	47	45
20-22.....	19	11
22-up.....	14	16
Total.....	2,237	2,463

ORDERS Nos. 17, 18, 19, 20

The Needle Trades

ORDER No. 17

	1922	1926
Number of firms reporting.....	269	324
Total number of female employees.....	7,187	8,153
Over 18 years.....	6,676	7,615
Under 18 years.....	511	538
Total weekly wages.....	\$97,958 39	\$125,141 93
Over 18 years.....	93,897 65	119,509 79
Under 18 years.....	4,060 74	5,632 14
Average weekly wages.....	\$13 63	\$15 35
Over 18 years.....	14 06	15 69
Under 18 years.....	7 95	10 47
Percentage of young girls under 18.....	7.1	6.5
Percentage of married women under 50.....	.....	19.8
Average hours worked per week.....	44.2	43.9

Weekly rate of wages:	1922	1926
Under \$7.00	99	51
7- 8	72	51
8- 9	150	179
9-10	190	180
10-11	532	358
11-12	471	467
12-13	870	1,663
13-14	1,390	1,108
14-15	353	558
15-16	592	633
16-18	731	862
18-20	600	661
20-22	371	479
22-up	766	903
Total	7,187	8,153

ORDER NO. 18

Needle trade factories in cities of 30,000 population or over, excepting Toronto.

	1922	1926
Number of firms reporting	51	73
Total number of female employees	874	933
Over 18 years	811	891
Under 18 years	63	42
Total weekly wages	\$11,764 27	\$13,182 08
Over 18 years	11,229 17	12,811 59
Under 18 years	535 10	370 49
Average weekly wages	\$13 46	\$14 13
Over 18 years	13 84	14 42
Under 18 years	8 49	8 82
Percentage of young girls under 18	7.2	4.5
Percentage of married women under 50 .....	...	21.
Average hours worked per week	45.1	46.3

Weekly rate of wages:	1922	1926
Under \$7.00	40	7
7- 8	39	12
8- 9	48	32
9-10	49	55
10-11	72	79
11-12	69	119
12-13	85	145
13-14	74	59
14-15	78	58
15-16	66	107
16-18	105	88
18-20	76	72
20-22	41	49
22-up	32	51
Total	874	933

ORDER NO. 19

Needle trade factories in cities and towns of from 5,000 to 30,000 population.

	1922	1926
Number of firms reporting	37	58
Total number of female employees	1,157	1,606
Over 18 years	954	1,432
Under 18 years	203	174
Total weekly wages	\$13,599 09	\$21,515 78
Over 18 years	12,310 26	19,921 93
Under 18 years	1,288 83	1,593 85
Average weekly wages	\$11 75	\$13 40
Over 18 years	12 90	13 98
Under 18 years	6 34	9 16
Percentage of young girls under 18	17.5	10.8
Percentage of married women under 50 .....	...	12.3
Average hours worked per week	46.9	47.6

Weekly rate of wages:	1922	1926
Under \$7.00.....	83	34
7- 8.....	97	58
8- 9.....	95	71
9-10.....	89	92
10-11.....	118	132
11-12.....	95	289
12-13.....	105	202
13-14.....	91	144
14-15.....	109	112
15-16.....	57	137
16-18.....	158	150
18-20.....	33	70
20-22.....	15	53
22-up.....	12	62
Total.....	1,157	1,606

ORDER No. 20

Needle trade factories in places having less than 5,000 urban population.

	1922	1926
Number of firms reporting.....	10	19
Total number of female employees.....	107	268
Over 18 years.....	100	210
Under 18 years.....	7	58
Total weekly wages.....	\$999 09	\$3,285 87
Over 18 years.....	938 11	2,752 19
Under 18 years.....	60 98	533 68
Average weekly wages.....	\$9 33	\$12 26
Over 18 years.....	9 38	13 11
Under 18 years.....	8 71	9 20
Percentage of young girls under 18.....	6.5	21.6
Percentage of married women under 50.....	....	17.9
Average hours worked per week.....	47.5	46.5

Weekly rate of wages:	1922	1926
Under \$7.00.....	24	8
7- 8.....	10	17
8- 9.....	13	36
9-10.....	25	24
10-11.....	13	30
11-12.....	2	36
12-13.....	7	30
13-14.....	3	19
14-15.....	2	20
15-16.....	3	6
16-18.....	3	13
18-20.....	....	9
20-22.....	1	8
22-up.....	1	12
Total.....	107	268

We include an interesting comparison of the needle and textile trades, which are the two leading trades in respect of employment of women. It will be seen that the numbers they employ and the wages they disburse are much the same, but that the needle trades are largely concentrated in Toronto while the textile trades are largely scattered through the Province. As is to be expected from these geographical differences, the textile trades employ more young girls and work longer hours.

This table may be compared with that printed on page 20 of last year's report.

COMPARISON OF NEEDLE AND TEXTILE TRADES, 1926

	No. firms reporting	Total No. female employees	Total weekly wages	Average weekly wages			Percentage under 18	Percentage married women under 50	Average hours worked per week
				All employees	Employees over 18	Employees under 18			
Toronto:									
Needle trades...	324	8,153	\$125,141 93	\$15 35	\$15 69	\$10 47	6.5	19.8	43.9
Textile "...	35	2,282	33,729 20	14 78	15 13	11 43	9.3	17.6	45.0
Ottawa, Hamilton, London & Windsor:									
Needle trades...	73	933	\$13,182 08	\$14 13	\$14 42	\$8 82	4.5	21.0	46.3
Textile "...	23	4,102	55,115 15	13 44	13 90	11 14	16.7	27.3	48.2
Places 5,000 to 30,000 pop.:									
Needle trades...	58	1,606	\$21,515 78	\$13 40	\$13 98	\$9 16	10.8	12.3	47.6
Textile "...	63	4,618	56,623 58	12 26	12 85	10 21	22.2	14.6	49.9
Places under 5,000 pop.:									
Needle trades...	19	268	\$3,285 87	\$12 26	\$13 11	\$9 20	21.6	17.9	46.5
Textile "...	61	2,463	29,392 82	11 93	12 44	9 60	17.7	16.4	51.2
All population divisions:									
Needle trades...	474	10,960	\$163,125 66	\$14 88	\$15 27	\$10 01	7.4	18.9	44.8
Textile "...	182	13,465	174,860 75	12 99	13 52	10 48	17.5	19.3	49.2

ORDERS NOS. 21, 22, 23, 24

These govern wages in the following trades: Drugs, chemicals, pharmaceutical or toilet preparations, dyes, inks, shoe blacking or polish, mucilage, medicines, non-corrosive acids and non-hazardous chemicals or chemical preparations.

ORDER No. 21

In the City of Toronto.

	1923	1926
Number of firms reporting.....	58	68
Total number of female employees.....	635	693
Over 18 years.....	511	577
Under 18 years.....	124	116
Total weekly wages.....	\$8,169 92	\$10,100 86
Over 18 years.....	6,824 45	9,004 02
Under 18 years.....	1,345 47	1,096 84
Average weekly wages.....	\$12 86	\$14 58
Over 18 years.....	13 35	15 60
Under 18 years.....	10.85	9 46
Percentage of young girls under 18.....	19.5	16.7
Percentage of married women under 50.....	14.6	12
Average hours worked per week.....	44.3	43.5
Weekly rate of wages:	1923	1926
Under \$7.00.....	4	...
7- 8.....	4	...
8- 9.....	13	40
9-10.....	26	23
10-11.....	79	42
11-12.....	50	26
12-13.....	154	125
13-14.....	86	85

Weekly rate of wages:	1923	1926
Under \$14-15.....	101	89
15-16.....	49	69
16-18.....	35	90
18-20.....	14	27
20-22.....	7	24
22-up.....	13	53
Total.....	635	693

In cities of 30,000 population or over, excepting Toronto.

	1923	1926
Number of firms reporting.....	25	27
Total number of female employees.....	213	206
Over 18 years.....	172	172
Under 18 years.....	41	34
Total weekly wages.....	\$2,768 71	\$3,018 57
Over 18 years.....	2,291 56	2,627 29
Under 18 years.....	477 15	391 28
Average weekly wages.....	\$12 99	\$14 65
Over 18 years.....	13 32	15 27
Under 18 years.....	11 63	11 51
Percentage of young girls under 18.....	19.09	16.5
Percentage of married women under 50.....	8	9.2

Weekly rate of wages:	1923	1926
Under \$7.00.....	...	...
7- 8.....	3	...
8- 9.....	24	6
9-10.....	24	29
10-11.....	17	24
11-12.....	34	30
12-13.....	19	15
13-14.....	28	31
14-15.....	17	11
15-16.....	10	14
16-18.....	14	15
18-20.....	11	11
20-22.....	5	3
22-up.....	7	17
Total.....	213	206

ORDER No. 23

In cities and towns of from 5,000 to 30,000 population.

	1923	1926
Number of firms reporting.....	15	12
Total number of female employees.....	207	118
Over 18 years.....	174	108
Under 18 years.....	33	10
Total weekly wages.....	\$2,673 65	\$1,865 25
Over 18 years.....	2,287 94	1,757 17
Under 18 years.....	385 71	108 08
Average weekly wages.....	\$12 92	\$15 81
Over 18 years.....	13 15	16 27
Under 18 years.....	11.69	10.81
Percentage of young girls under 18.....	15.9	8.5
Percentage of married women under 50.....	2.9	2.5
Average hours worked per week.....	44.5	42.8

Weekly rate of wages:	1923	1926
Under \$7.00.....	...	...
7- 8.....	1	2
8- 9.....	3	4
9-10.....	11	...
10-11.....	12	7
11-12.....	56	14
12-13.....	26	7
13-14.....	25	16
14-15.....	17	5
15-16.....	14	8
16-18.....	35	26
18-20.....	4	6
20-22.....	1	7
22-up.....	2	16
Total.....	207	118

ORDER No. 24

In places having less than 5,000 urban population.

	1923	1926
Number of firms reporting.....	14	15
Total number of female employees.....	174	191
Over 18 years.....	146	177
Under 18 years.....	28	14
Total weekly wages.....	\$1,805 47	\$2,243 80
Over 18 years.....	1,559 07	2,101 80
Under 18 years.....	246 40	142 00
Average weekly wages.....	\$10 38	\$11 75
Over 18 years.....	10 68	11 87
Under 18 years.....	8 80	10 14
Percentage of young girls under 18.....	16.09	7.3
Percentage of married women under 50.....	3.45	6.3
Average hours worked per week.....	46.2	45.6
Weekly rate of wages:	1923	1926
Under \$7.00.....	...	...
7- 8.....	35	1
8- 9.....	14	12
9-10.....	56	19
10-11.....	23	62
11-12.....	12	35
12-13.....	9	22
13-14.....	3	5
14-15.....	5	5
15-16.....	5	6
16-18.....	3	13
18-20.....	4	1
20-22.....	2	8
22-up.....	3	2
Total.....	174	191

ORDER No. 28

Governing wages in the boot and shoe and all other leather trades in the City of Toronto.

	1923	1926
Number of firms reporting.....	28	33
Total number of female employees.....	381	681
Over 18 years.....	299	570
Under 18 years.....	82	111
Total weekly wages.....	\$5,519 98	\$9,699 48
Over 18 years.....	4,674 65	8,599 66
Under 18 years.....	845 33	1,099 82
Average weekly wages.....	\$14 48	\$14 24
Over 18 years.....	15 64	15 07
Under 18 years.....	10 31	9 90
Percentage of young girls under 18.....	21.5	16.2
Percentage of married women under 50.....	21.8	25.4
Average hours worked per week.....	45.1	45.6

Weekly rate of wages:	1923	1926
Under \$7.00 .....	...	...
7- 8	8	1
8- 9	21	55
9-10	25	39
10-11	30	52
11-12	12	32
12-13	39	83
13-14	21	58
14-15	24	42
15-16	41	59
16-18	47	79
18-20	45	72
20-22	47	75
22-up	21	34
Total	381	681

The same trades in cities over 30,000, excepting Toronto.

	1923	1926
Number of firms reporting	5	9
Total number of female employees	107	206
Over 18 years	97	181
Under 18 years	10	25
Total weekly wages	\$1,626 07	\$3,258 54
Over 18 years	1,522 37	3,021 07
Under 18 years	103 70	237 47
Average weekly wages	\$15 19	\$15 82
Over 18 years	15 71	16 69
Under 18 years	10 37	9 49
Percentage of young girls under 18	9.3	12.1
Percentage of married women under 50	33.6	14.1
Average hours worked per week	47	48.4

Weekly rate of wages:	1923	1926
Under \$7.00	1	...
7- 8 .....	...	2
8- 9	4	11
9-10	4	14
10-11	9	14
11-12	6	11
12-13	8	14
13-14	16	16
14-15	6	21
15-16	12	18
16-18	15	23
18-20	10	17
20-22	6	18
22-up	10	27

The same trade in towns and cities of from 5,000 to 30,000 population.

	1923	1926
Number of firms reporting	28	23
Total number of female employees	544	538
Over 18 years	443	434
Under 18 years	101	104
Total weekly wages	\$7,003 32	\$7,377 78
Over 18 years	6,058 87	6,421 09
Under 18 years	944 45	956 69
Average weekly wages	\$12 87	\$13 71
Over 18 years	13 67	14 77
Under 18 years	9 35	9 19
Percentage of young girls under 18	18.5	19.3
Percentage of married women under 50	14.9	16.1
Average hours worked per week	49.2	49.2

Weekly rate of wages:	1923	1926
Under \$7.00.....	15	9
7- 8.....	18	36
8- 9.....	46	45
9-10.....	24	17
10-11.....	57	36
11-12.....	29	25
12-13.....	131	50
13-14.....	42	37
14-15.....	23	122
15-16.....	39	40
16-18.....	41	62
18-20.....	41	25
20-22.....	19	11
22-up.....	19	23
Total.....	544	538

The same trade in places under 5,000 population.

	1923	1926
Number of firms reporting.....	17	19
Total number of female employees.....	335	540
Over 18 years.....	275	414
Under 18 years.....	60	126
Total weekly wages.....	\$3,737 14	\$6,325 76
Over 18 years.....	3,226 47	5,202 52
Under 18 years.....	510 67	1,123 24
Average weekly wages.....	\$11 15	\$11 71
Over 18 years.....	11 73	12 56
Under 18 years.....	8 51	8 91
Percentage of young girls under 18.....	17.9	23.3
Percentage of married women under 50.....	10.7	14.6
Average hours worked per week.....	48.8	50.5

Weekly rate of wages:	1923	1926
Under \$7.00.....	28	24
7- 8.....	29	23
8- 9.....	34	82
9-10.....	42	66
10-11.....	44	55
11-12.....	35	57
12-13.....	34	91
13-14.....	18	23
14-15.....	16	34
15-16.....	12	9
16-18.....	27	28
18-20.....	5	21
20-22.....	5	10
22-up.....	6	17
Total.....	335	540

ORDER No. 30

Governing wages in the electrical trades in the City of Toronto.

	1923	1926
Number of firms reporting.....	8	16
Total number of female employees.....	593	491
Over 18 years.....	488	449
Under 18 years.....	105	42
Total weekly wages.....	\$7,668 87	\$6,840 13
Over 18 years.....	6,582 59	6,359 66
Under 18 years.....	1,086 28	480 47
Average weekly wages.....	\$12 93	\$13 93
Over 18 years.....	13 51	14 16
Under 18 years.....	10 34	11 44
Percentage of young girls under 18.....	17.87	8.5
Percentage of married women under 50.....	16.6	8.8
Average hours worked per week.....	47	46.2

Weekly rate of wages:	1923	1926
Under \$7.00.....	...	...
7- 8.....	...	...
8- 9.....	9	3
9-10.....	15	7
10-11.....	36	30
11-12.....	120	27
12-13.....	97	141
13-14.....	94	159
14-15.....	100	34
15-16.....	43	21
16-18.....	42	29
18-20.....	25	12
20-22.....	9	11
22-up.....	3	17
Total.....	593	491

The same trade in cities over 30,000, excepting Toronto.

	1923	1926
Number of firms reporting.....	4	8
Total number of female employees.....	73	447
Over 18 years.....	52	415
Under 18 years.....	21	32
Total weekly wages.....	\$1,015 09	\$6,607 17
Over 18 years.....	765 42	6,247 37
Under 18 years.....	250 67	359 80
Average weekly wages.....	\$13 91	\$14 78
Over 18 years.....	14 72	14 08
Under 18 years.....	11 93	11 24
Percentage of young girls under 18.....	27.8	7.1
Percentage of married women under 50.....	9.6	5.5
Average hours worked per week.....	46.6	47.7
Weekly rate of wages:	1923	1926
Under \$7.00.....	...	...
7- 8.....	...	2
8- 9.....	1	...
9-10.....	4	1
10-11.....	7	34
11-12.....	11	78
12-13.....	7	11
13-14.....	10	54
14-15.....	11	54
15-16.....	3	43
16-18.....	9	132
18-20.....	8	14
20-22.....	2	17
22-up.....	...	7
Total.....	73	447

The same trades in cities and towns of from 5,000 to 30,000 population.

	1923	1926
Number of firms reporting.....	4	7
Total number of female employees.....	32	322
Over 18 years.....	21	286
Under 18 years.....	11	36
Total weekly wages.....	\$351 25	\$4,143 34
Over 18 years.....	242 75	3,709 84
Under 18 years.....	108 50	433 50
Average weekly wages.....	\$10 00	\$12 86
Over 18 years.....	11 56	12 97
Under 18 years.....	9 86	12 04
Percentage of young girls under 18.....	34.4	11.1
Percentage of married women under 50.....	12.5	26.3
Average hours worked per week.....	48.5	49

Weekly rate of wages:	1923	1926
Under \$7.00.....	...	...
7- 8.....	...	...
8- 9.....	4	8
9-10.....	...	24
10-11.....	17	44
11-12.....	4	68
12-13.....	2	65
13-14.....	1	46
14-15.....	3	17
15-16.....	...	13
16-18.....	...	15
18-20.....	...	11
20-22.....	1	6
22-up.....	...	5
Total.....	32	322

The same trades in places under 5,000 population.

	1923	1926
Number of firms reporting.....	1	1
Total number of female employees.....	3	1
Over 18 years of age.....	3	1
Under 18 years.....	...	...
Total weekly wages.....	\$34 00	\$26 98
Over 18 years.....	34 00	26 98
Under 18 years.....	...	...
Average weekly wages.....	\$11 33	\$26 98
Over 18 years.....	11 33	26 98
Under 18 years.....	...	...
Percentage of young girls under 18.....	...	...
Percentage of married women under 50.....	...	...
Average hours worked per week.....	50	44

Weekly rate of wages:	1923	1926
Under \$7.00.....
7- 8.....
8- 9.....
9-10.....
10-11.....	2	...
11-12.....
12-13.....	1	...
13-14.....
14-15.....
15-16.....
16-18.....
18-20.....
20-22.....
22-up.....	...	1
Total.....	3	1

ORDER No. 34

The food trades, including the making of confectionery, biscuit, chocolate, jam, gum, grocery specialties, crushed fruit, syrup, pickles, together with bakeries, packing houses and all allied industries (excepting seasonal canneries).

This order includes part of Order No. 2 which went into force August 1st, 1921. The later part of this order came into force October 1st, 1924.

IN THE CITY OF TORONTO

	1921	1926
Number of firms reporting.....	31	84
Total number of female employees.....	1,992	2,530
Over 18 years.....	1,378	2,132
Under 18 years.....	614	398
Total weekly wages.....	\$23,654 07	\$33,265 40
Over 18 years.....	17,734 19	28,394 85
Under 18 years.....	5,919 88	4,870 55

	1921	1926
Average weekly wages.....	\$11 88	\$13 15
Over 18 years.....	12 86	13 46
Under 18 years.....	9 62	12 24
Percentage of young girls under 18.....	30.8	15.7
Percentage of married women under 50.....	.....	9.9
Average hours worked per week.....	45.03	46.1

Weekly rate of wages:	1921	1926
Under \$7.00.....	17	8
7- 8.....	23	....
8- 9.....	87	129
9-10.....	109	165
10-11.....	271	206
11-12.....	216	262
12-13.....	421	811
13-14.....	283	272
14-15.....	185	194
15-16.....	188	193
16-18.....	121	134
18-20.....	42	73
20-22.....	22	35
22-up.....	7	48
Total.....	1,992	2,530

The same trades in cities of 30,000 population or over, excepting Toronto.

	1921	1926
Number of firms reporting.....	16	65
Total number of female employees.....	549	925
Over 18 years.....	426	813
Under 18 years.....	123	112
Total weekly wages.....	\$5,381 46	\$11,530 57
Over 18 years.....	4,356 14	10,248 89
Under 18 years.....	1,025 32	1,281 68
Average weekly wages.....	\$9 81	\$12 47
Over 18 years.....	10 23	12 61
Under 18 years.....	8 33	11 44
Percentage of young girls under 18.....	22.4	12.1
Percentage of married women under 50.....	.....	16.4
Average hours worked per week.....	.....	46.5

Weekly rate of wages:	1921	1926
Under \$7.00.....	91	11
7- 8.....	46	15
8- 9.....	57	73
9-10.....	70	66
10-11.....	110	120
11-12.....	46	160
12-13.....	60	143
13-14.....	24	90
14-15.....	16	68
15-16.....	12	85
16-18.....	13	48
18-20.....	1	23
20-22.....	1	15
22-up.....	2	8
Total.....	549	925

The same trades in towns of 5,000 to 30,000 population.

	1921	1926
Number of firms reporting.....	14	76
Total number of female employees.....	512	612
Over 18 years.....	341	503
Under 18 years.....	171	109
Total weekly wages.....	\$5,424 02	\$7,259 06
Over 18 years.....	4,026 40	6,076 98
Under 18 years.....	1,397 62	1,182 08
Average weekly wages.....	\$10 59	\$11 86
Over 18 years.....	11 81	12 08
Under 18 years.....	8 17	10 84
Percentage of young girls under 18.....	33.4	17.8
Percentage of married women under 50.....	.....	88
Average hours worked per week.....	.....	52.8

Weekly rate of wages:	1921	1926
Under \$7.00.....	11	...
7- 8.....	86	44
8- 9.....	65	45
9-10.....	58	89
10-11.....	102	27
11-12.....	53	150
12-13.....	58	79
13-14.....	27	38
14-15.....	15	23
15-16.....	14	32
16-18.....	14	31
18-20.....	3	22
20-22.....	3	20
22-up.....	3	12
Total.....	512	612

The same trades in places under 5,000 population.

	1926
Number of firms reporting.....	33
Total number of female employees.....	246
Over 18 years.....	220
Under 18 years.....	26
Total weekly wages.....	\$3,159 49
Over 18 years.....	2,842 57
Under 18 years.....	316 92
Average weekly wages.....	\$12 84
Over 18 years.....	12 92
Under 18 years.....	12 19
Percentage of young girls under 18.....	10.5
Percentage of married women under 50.....	21.9
Average hours worked per week.....	51.9

Weekly rate of wages:	1926
Under \$7.00.....	2
7- 8.....	4
8- 9.....	15
9-10.....	5
10-11.....	32
11-12.....	53
12-13.....	30
13-14.....	6
14-15.....	63
15-16.....	9
16-18.....	7
18-20.....	8
20-22.....	3
22-up.....	9
Total.....	246

ORDER No. 35

Miscellaneous order: governing all factory trades not dealt with in other orders (excepting seasonal canneries).

This order came into force, October 1st, 1924.

IN THE CITY OF TORONTO

	1926
Number of firms reporting.....	95
Total number of female employees.....	1,189
Over 18 years.....	1,020
Under 18 years.....	169
Total weekly wages.....	\$16,765 57
Over 18 years.....	15,044 74
Under 18 years.....	1,720 83
Average weekly wages.....	\$14 20
Over 18 years.....	14 75
Under 18 years.....	10 18
Percentage of young girls under 18.....	14. 2
Percentage of married women under 50.....	15. 6
Average hours worked per week.....	45. 7
Weekly rate of wages:	1926
Under \$7.00.....	..
7- 8.....	2
8- 9.....	23
9-10.....	50
10-11.....	100
11-12.....	111
12-13.....	253
13-14.....	178
14-15.....	92
15-16.....	84
16-18.....	130
18-20.....	78
20-22.....	43
22-up.....	45
Total.....	1,189

The same trades in cities of 30,000 population or over, excepting Toronto.

	1926
Number of firms reporting.....	54
Total number of female employees.....	779
Over 18 years.....	701
Under 18 years.....	78
Total weekly wages.....	\$10,903 86
Over 18 years.....	10,008 85
Under 18 years.....	895 01
Average weekly wages.....	\$14 00
Over 18 years.....	14 28
Under 18 years.....	11 47
Percentage of young girls under 18.....	10.
Percentage of married women under 50.....	16. 8
Average hours worked per week.....	47. 3
Weekly rate of wages:	1926
Under \$7.00.....	..
7- 8.....	2
8- 9.....	21
9-10.....	43
10-11.....	59
11-12.....	103
12-13.....	129
13-14.....	83
14-15.....	54
15-16.....	72
16-18.....	127
18-20.....	35
20-22.....	14
22-up.....	37
Total.....	779

The same trades in cities and towns of from 5,000 to 30,000 population.

	1926
Number of firms reporting.....	72
Total number of female employees.....	1,123
Over 18 years.....	924
Under 18 years.....	199
Total weekly wages.....	\$14,511 87
Over 18 years.....	12,307 86
Under 18 years.....	2,204 01
Average weekly wages.....	\$12 92
Over 18 years.....	13 32
Under 18 years.....	11 08
Percentage of young girls under 18.....	17.7
Percentage of married women under 50.....	15.5
Average hours worked per week.....	48.7
Weekly rate of wages:	
Under \$7.00.....	1926
7- 8.....	9
8- 9.....	19
9-10.....	24
10-11.....	97
11-12.....	98
12-13.....	261
13-14.....	147
14-15.....	99
15-16.....	147
16-18.....	79
18-20.....	71
20-22.....	28
22-up.....	12
Total.....	32
Total.....	1,123

The same trades in places having less than 5,000 urban population.

	1926
Number of firms reporting.....	56
Total number of female employees.....	972
Over 18 years.....	830
Under 18 years.....	142
Total weekly wages.....	\$12,002 50
Over 18 years.....	10,587 50
Under 18 years.....	1,415 00
Average weekly wages.....	\$12 35
Over 18 years.....	12 76
Under 18 years.....	9 96
Percentage of young girls under 18.....	14.6
Percentage of married women under 50.....	17.3
Average hours worked per week.....	48.7
Weekly rate of wages:	
Under \$7.00.....	1926
7- 8.....	16
8- 9.....	22
9-10.....	139
10-11.....	59
11-12.....	166
12-13.....	92
13-14.....	97
14-15.....	63
15-16.....	26
16-18.....	34
18-20.....	225
20-22.....	20
22-up.....	7
Total.....	6
Total.....	972

ORDER No. 36

The Tobacco Trades

IN THE CITY OF TORONTO

Number of firms reporting.....	1926
Total number of female employees.....	5
Over 18 years.....	219
Under 18 years.....	213
.....	6
Total weekly wages.....	\$3,217 96
Over 18 years.....	3,152 08
Under 18 years.....	65 88
Average weekly wages.....	\$14 69
Over 18 years.....	14 80
Under 18 years.....	10 98
Percentage of young girls under 18.....	2.7
Percentage of married women under 50.....	12.8
Average hours worked per week.....	42.
Weekly rate of wages:	1926
Under \$7.00.....	...
7- 8.....	...
8- 9.....	2
9-10.....	13
10-11.....	20
11-12.....	29
12-13.....	17
13-14.....	17
14-15.....	8
15-16.....	10
16-18.....	18
18-20.....	28
20-22.....	41
22-up.....	16
Total.....	219

The same trades in cities of 30,000 population or over, excepting Toronto.

Number of firms reporting.....	1926
Number of firms reporting.....	5
Over 18 years.....	308
Under 18 years.....	285
.....	23
Total weekly wages.....	\$3,706 82
Over 18 years.....	3,480 82
Under 18 years.....	226 00
Average weekly wages.....	\$12 04
Over 18 years.....	12 21
Under 18 years.....	9 83
Percentage of young girls under 18.....	7.5
Percentage of married women under 50.....	26.6
Average hours worked per week.....	42.6
Weekly rate of wages:	1926
Under \$7.00.....	...
7- 8.....	...
8- 9.....	8
9-10.....	42
10-11.....	54
11-12.....	81
12-13.....	46
13-14.....	20
14-15.....	18
15-16.....	21
16-18.....	7
18-20.....	5
20-22.....	3
22-up.....	3
Total.....	308

The same trades in cities and towns of from 5,000 to 30,000 population.

	1926
Number of firms reporting.....	1
Total number of female employees.....	9
Over 18 years.....	9
Under 18 years.....	...
Total weekly wages.....	\$95 92
Over 18 years.....	95 92
Under 18 years.....	...
Average weekly wages.....	\$10 66
Over 18 years.....	10 66
Under 18 years.....	...
Percentage of young girls under 18.....	...
Percentage of married women under 50.....	...
Average hours worked per week.....	38.3

Weekly rate of wages:	1926
Under \$7.00.....	...
7- 8.....	2
8- 9.....	...
9-10.....	2
10-11.....	1
11-12.....	1
12-13.....	...
13-14.....	2
14-15.....	1
15-16.....	...
16-18.....	...
18-20.....	...
20-22.....	...
22-up.....	...
Total.....	9

The same trades in places having less than 5,000 urban population.

	1926
Number of firms reporting.....	2
Total number of female employees.....	39
Over 18 years.....	33
Under 18 years.....	6
Total weekly wages.....	\$458 69
Over 18 years.....	396 59
Under 18 years.....	62 10
Average weekly wages.....	\$11 76
Over 18 years.....	12 02
Under 18 years.....	10 35
Percentage of young girls under 18.....	15.4
Percentage of married women under 50.....	48.7

Weekly rate of wages:	1926
Under \$7.00.....	...
7- 8.....	...
8- 9.....	...
9-10.....	1
10-11.....	24
11-12.....	5
12-13.....	1
13-14.....	1
14-15.....	3
15-16.....	1
16-18.....	2
18-20.....	...
20-22.....	...
22-up.....	1
Total.....	39

ORDER No. 37

The Rubber Trades

	1926
Number of firms reporting.....	6
Total number of female employees.....	434
Over 18 years.....	415
Under 18 years.....	19
Total weekly wages.....	\$7,152 43
Over 18 years.....	6,892 97
Under 18 years.....	259 46
Average weekly wages.....	\$16 48
Over 18 years.....	16 61
Under 18 years.....	13 36
Percentage of young girls under 18.....	4.4
Percentage of married women under 50.....	24.8
Average hours worked per week.....	45.8
Weekly rate of wages:	1926
Under \$7.00.....	...
7- 8.....	...
8- 9.....	...
9-10.....	...
10-11.....	2
11-12.....	5
12-13.....	40
13-14.....	53
14-15.....	56
15-16.....	55
16-18.....	99
18-20.....	70
20-22.....	30
22-up.....	24
Total.....	434

The same trades in cities of 30,000 population or over, excepting Toronto.

	1926
Number of firms reporting.....	2
Total number of female employees.....	3
Over 18 years.....	3
Under 18 years.....	...
Total weekly wages.....	\$65 38
Over 18 years.....	65 38
Under 18 years.....	...
Average weekly wages.....	\$21 79
Over 18 years.....	21 79
Under 18 years.....	...
Percentage of young girls under 18.....	...
Percentage of married women under 50.....	...
Average hours worked per week.....	40.6
Weekly rate of wages:	1926
Under \$7.00.....	...
7- 8.....	...
8- 9.....	...
9-10.....	...
10-11.....	...
11-12.....	...
12-13.....	...
13-14.....	...
14-15.....	...
15-16.....	...
16-18.....	...
18-20.....	1
20-22.....	1
22-up.....	1
Total.....	3

The same trades in cities of from 5,000 to 30,000 population.

	1926
Number of firms reporting.....	8
Total number of female employees.....	517
Over 18 years.....	402
Under 18 years.....	115
Total weekly wages.....	\$6,419 12
Over 18 years.....	5,324 78
Under 18 years.....	1,094 34
Average weekly wages.....	\$12 42
Over 18 years.....	13 25
Under 18 years.....	9 52
Percentage of young girls under 18.....	22.2
Percentage of married women under 50.....	17.6
Average hours worked per week.....	48.9

Weekly rate of wages:	1926
Under \$7.00.....	4
7- 8.....	7
8- 9.....	41
9-10.....	44
10-11.....	55
11-12.....	111
12-13.....	65
13-14.....	54
14-15.....	43
15-16.....	35
16-18.....	33
18-20.....	15
20-22.....	7
22-up.....	3
Total.....	517

The same trades in places having less than 5,000 urban population.

	1926
Number of firms reporting.....	3
Total number of female employees.....	255
Over 18 years.....	200
Under 18 years.....	55
Total weekly wages.....	\$3,714 98
Over 18 years.....	3,005 92
Under 18 years.....	709 06
Average weekly wages.....	\$14 57
Over 18 years.....	15 03
Under 18 years.....	12 89
Percentage of young girls under 18.....	21.6
Percentage of married women under 50.....	11.8
Average hours worked per week.....	54.1

Weekly rate of wages:	1926
Under \$7.00.....	4
7- 8.....	8
8- 9.....	13
9-10.....	20
10-11.....	22
11-12.....	29
12-13.....	20
13-14.....	28
14-15.....	26
15-16.....	34
16-18.....	26
18-20.....	21
20-22.....	4
22-up.....	4
Total.....	255

ORDER No. 38

The Jewelry Trades

In the City of Toronto.

	1926
Number of firms reporting.....	20
Total number of female employees.....	159
Over 18 years.....	141
Under 18 years.....	18
Total weekly wages.....	\$2,274 93
Over 18 years.....	2,108 93
Under 18 years.....	166 00
Average weekly wages.....	\$14 31
Over 18 years.....	14.96
Under 18 years.....	9 02
Percentage of young girls under 18.....	12.83
Percentage of married women under 50.....	8.8
Average hours worked per week.....	44

Weekly rate of wages:	1926
Under \$7.00.....	2
7- 8.....	1
8- 9.....	8
9-10.....	7
10-11.....	11
11-12.....	12
12-13.....	23
13-14.....	17
14-15.....	16
15-16.....	13
16-18.....	13
18-20.....	12
20-22.....	13
22-up.....	11
Total.....	159

The same trades in cities of 30,000 population or over, excepting Toronto.

	1926
Number of firms reporting.....	6
Total number of female employees.....	17
Over 18 years.....	14
Under 18 years.....	3
Total weekly wages.....	\$223 59
Over 18 years.....	201 59
Under 18 years.....	22 00
Average weekly wages.....	\$13 15
Over 18 years.....	14 40
Under 18 years.....	7 33
Percentage of young girls under 18.....	21.4
Percentage of married women under 50.....	46.1
Average hours worked per week.....	46.1

Weekly rate of wages:	1926
Under \$7.00.....	2
7- 8.....	1
8- 9.....	1
9-10.....	...
10-11.....	...
11-12.....	4
12-13.....	...
13-14.....	...
14-15.....	4
15-16.....	1
16-18.....	5
18-20.....	...
20-22.....	...
22-up.....	...
Total.....	17

The same trades in cities from 5,000 to 30,000 population.

	1926
Number of firms reporting	5
Total number of female employees	61
Over 18 years	51
Under 18 years	10
Total weekly wages	\$803 97
Over 18 years	691 84
Under 18 years	112 13
Average weekly wages	\$13 18
Over 18 years	13 56
Under 18 years	11 21
Percentage of young girls under 18	16.4
Percentage of married women under 50	13.1
Average hours worked per week	47.1

Weekly rate of wages:	1926
Under \$7.00 .....	...
7- 8 .....	...
8- 9	4
9-10 .....	...
10-11	13
11-12	7
12-13	8
13-14	5
14-15	11
15-16	5
16-18	3
18-20	2
20-22	3
22-up .....	...
Total	61

The same trades in places having less than 5,000 urban population.

	1926
Number of firms reporting	1
Total number of female employees	1
Over 18 years	1
Under 18 years .....	...
Total weekly wages	\$9 00
Over 18 years	9 00
Under 18 years .....	...
Average weekly wages	\$9 00
Over 18 years	9 00
Under 18 years .....	...
Percentage of young girls under 18 .....	...
Percentage of married women under 50 .....	...

Weekly rate of wages:	1926
Under \$7.00 .....	...
7- 8 .....	...
8- 9 .....	...
9-10	1
10-11 .....	...
11-12 .....	...
12-13 .....	...
13-14 .....	...
14-15 .....	...
15-16 .....	...
16-18 .....	...
18-20 .....	...
20-22 .....	...
22-up .....	...
Total	1

ORDER No. 39

The paper trades: which include printing, bookbinding, paper box making, paper bag making, manufacturing stationery, and other trades making paper or paper products.

This order includes part of Order No. 2, which went into force, August 1st, 1921. The latter part came into force November 15th, 1924.

In the City of Toronto.

	1921	1926
Number of firms reporting.....	36	162
Total number of female employees.....	993	2,514
Over 18 years.....	722	2,197
Under 18 years.....	271	317
Total weekly wages.....	\$13,224 33	\$36,457 96
Over 18 years.....	10,282 29	33,152 65
Under 18 years.....	2,942 04	3,305 31
Average weekly wages.....	\$13 31	\$14 50
Over 18 years.....	14 24	15 08
Under 18 years.....	10 86	10 42
Percentage of young girls under 18.....	27.3	12.6
Percentage of married women under 50.....	.....	13.6
Average hours worked per week.....	45.2	45.7

Weekly rate of wages:	1921	1926
Under \$7.00.....	1	4
7- 8.....	10	6
8- 9.....	27	107
9-10.....	62	151
10-11.....	120	201
11-12.....	69	155
12-13.....	132	401
13-14.....	109	195
14-15.....	105	197
15-16.....	131	240
16-18.....	150	492
18-20.....	40	170
20-22.....	18	80
22-up.....	19	115
Total.....	993	2,514

The same trades in cities of 39,000 population or over, excepting Toronto

	1921	1926
Number of firms reporting.....	12	64
Total number of female employees.....	233	642
Over 18 years.....	156	582
Under 18 years.....	77	60
Total weekly wages.....	\$2,457 66	\$8,521 29
Over 18 years.....	1,786 66	7,939 28
Under 18 years.....	671 00	582 01
Average weekly wages.....	\$10 55	\$13 27
Over 18 years.....	11 45	13 64
Under 18 years.....	8 71	9 70
Percentage of young girls under 18.....	33.04	9.3
Percentage of married women under 50.....	.....	10.6
Average hours worked per week.....	.....	46.5

Weekly rate of wages:	1921	1926
Under \$7.00.....	14	1
7- 8.....	35	4
8- 9.....	32	50
9-10.....	23	51
10-11.....	41	73
11-12.....	17	87
12-13.....	24	84
13-14.....	9	81
14-15.....	10	42
15-16.....	9	49
16-18.....	13	37
18-20.....	5	24
20-22.....	1	18
22-up.....	...	41
Total.....	233	642

The same trades in towns and cities of from 5,000 to 30,000 population.

	1921	1926
Number of firms reporting.....	14	59
Total number of female employees.....	169	579
Over 18 years.....	119	509
Under 18 years.....	50	70
Total weekly wages.....	\$1,870 55	\$7,452 31
Over 18 years.....	1,398 97	6,794 95
Under 18 years.....	471 58	657 36
Total weekly wages.....	\$11 07	\$12 87
Over 18 years.....	11 76	13 35
Under 18 years.....	9 43	9 39
Percentage of young girls under 18.....	29.5	12.1
Percentage of married women under 50.....	...	8.3
Average hours worked per week.....	48	47.5

Weekly rate of wages:	1921	1926
Under \$7.00.....	5	2
7- 8.....	7	26
8- 9.....	23	28
9-10.....	35	55
10-11.....	20	87
11-12.....	10	112
12-13.....	13	58
13-14.....	11	20
14-15.....	18	35
15-16.....	2	65
16-18.....	12	28
18-20.....	5	19
20-22.....	6	11
22-up.....	2	33
Total.....	169	579

The same trades in places under 5,000 population.

	1926
Number of firms reporting.....	95
Total number of female employees.....	250
Over 18 years.....	231
Under 18 years.....	19
Total weekly wages.....	\$3,266 71
Over 18 years.....	3,074 22
Under 18 years.....	192 49
Average weekly wages.....	\$13 06
Over 18 years.....	13 31
Under 18 years.....	10 13
Percentage of young girls under 18.....	7.6
Percentage of married women under 50.....	6.2
Average hours worked per week.....	47.3

Weekly rate of wages:	1926
Under \$7.00	13
7- 8	7
8- 9	5
9-10	5
10-11	33
11-12	7
12-13	34
13-14	35
14-15	37
15-16	39
16-18	12
18-20	8
20-22	10
22-up	5
Total	250

ORDER No. 27

Hotels, restaurants and refreshment rooms in the City of Toronto.

Number of firms reporting	1926
Total number of female employees	138
Over 18 years	1,949
Under 18 years	1,925
Total weekly wages	24
Over 18 years	\$30,333 86
Under 18 years	29,985 11
Average weekly wages	348 75
Over 18 years	\$15 56
Under 18 years	15 58
Percentage of young girls under 18	14 53
Percentage of married women under 50	1.2
Average hours worked per week	35.6
	49.8

Weekly rate of wages:	1926
Under \$7.00 .....	...
7- 8 .....	...
8- 9 .....	...
9-10 .....	...
10-11 .....	...
11-12 .....	...
12-13	168
13-14	375
14-15	254
15-16	423
16-18	386
18-20	157
20-22	98
22-up	88
Total	1,949

MARRIED WOMEN WHO WORK

The Board has been gathering information during the past five years regarding the employment of married women in Ontario.

There are in Ontario (census of 1921) 1,451,772 females, or about 49.5 per cent. of the total population. Of these about one-half are of the working age (between fifteen and fifty). Of these again, perhaps 140,000 are gainfully employed, and about 100,000 are under the orders of the Board. Nearly eighty per cent. of the women who have reached the age of twenty have been married, for we are one of the most married communities in the world.

In the five years for which we have figures it is impossible to discern either increase or decrease in the proportion of married women working for wages.

There can be no doubt, however, that women do not now always quit their jobs when they get married. This is a fact of great moment, as all will recognize.

Without giving details, our information shows that married women at work are more likely to be found in the larger cities than in the smaller cities and towns. They are most prominent in hotels, restaurants and laundries, making up about one-third of the female working force in these employments. They are present in all the other trades, and on the whole make up from ten to twenty per cent. of the female workers.

ORDERS ISSUED DURING THE YEAR 1926

During the year covered by this report two orders were issued. One of these covers the custom millinery trade in the City of Toronto, and is listed as No. 41. The other covers hairdressing and similar establishments in the same city and is listed as No. 42. Both of these orders will be found at the end of this report.

ADMINISTRATION

The following summary gives some idea of the extent of the work done through the mails. Our correspondence is very carefully attended to, as we realize that it is vital to maintain good relations with employers, employees and the public.

Dictated letters.....	1,535
Orders sent out.....	1,554
Reports distributed.....	300
Booklet of orders distributed.....	350
Question forms sent out.....	3,334
Form letters sent out.....	6,093

In all the trades where such a plan is feasible, printed cards containing the orders are required to be posted where the employees can see them. We owe a great deal to Mr. J. T. Burke, Chief Factory Inspector, and his corps of inspectors for a steady succession of reports as to compliance with this requirement.

Regularly once a fortnight Mr. Burke meets with the Board for the discussion of complaints. These come in many ways, and from many sources, and almost all are adjusted in an amicable fashion. During 1925, we received twenty-nine (29) Factory Inspection Branch reports and dealt at these meetings with 243 complaints.

We gather each year from all the firms in the factory trades, and from a considerable number in other trades, particularized wage-sheets as to their female employees. From these the statistical tables are compiled which appear in this report and which give pictures of employment conditions which are of growing value to students and legislators. Their immediate and chief value, however, is to enable us to discover whether or not our orders are being obeyed. Each wage sheet is analyzed and, where any deviations appear, the firm is interrogated. Sometimes the deviations are explained away. Sometimes they represent inadvertencies of foremen or accountants and are at once set right. It is an easy thing for a firm employing hundreds of women to overlook one here and there, so that the promotion is not given to some one who deserves and needs it. As a rule such oversights are corrected as soon as pointed out. Another type is of the employer—none too efficient himself, and none too prosperous in his business—who would save himself by reckless wage-cutting. Others again are newcomers to Ontario and have not learned to appreciate the wholesome

standards of living which have made this Province one where it is desirable to live and do business. Thus we have some cases which involve considerable negotiation.

PAYMENT OF ARREARS

The Board has collected, during the year, arrears of wages due a number of female workers. Twenty-nine firms have made such payments to ninety-five workers. The total sum collected was \$4,899.31. In no case was it necessary to prosecute. Other claims for arrears have been privately settled of which the particulars were not reported.

PERMITS

In accordance with the authority the Board possesses to allow lower wages for handicapped workers, or to permit variations or suspensions of its orders in certain exceptional cases, we present the following tabular statement:

Number of firms concerned in permits.....	55
Number of permits expired during 1926.....	10
Number of permits renewed during 1926.....	..
Number of permits revised during 1926.....	..
Number of permits now in force:	
(a) For handicapped workers.....	53
(b) For others.....	24
(c) For special apprenticeships.....	2

The Board has been much gratified with the results of its issuing of permits. They have been so few as to make it impossible that they could anywhere affect standards of wages, and yet they have served to give a valuable degree of flexibility to our administration. They have also enabled a number of girls, who ordinarily would have been derelicts in the industrial world, to find steady employment.

CONCLUSION

There has been some activity throughout Canada during the past year in the field of minimum wage legislation and administration. In Alberta, boys have been brought within the scope of the law. In British Columbia, a law has been passed providing for minimum wages for men. The Board in Quebec has issued several orders, and is going steadily on to other trades. A committee of the Dominion Parliament has unanimously reported in favour of a conference between the Dominion and Provincial Parliaments respecting minimum wages for men.

ORDER No. 41

Governing female employees in the custom millinery trade in the City of Toronto.

(1) *Minimum*.—No inexperienced employee shall be paid wages at a less rate than twelve dollars and fifty cents (\$12.50) per week.

(2) *Apprentices*.—No experienced employee shall be paid wages at less than the rate of:

\$6.00	per	week	for	the	first	six	months
\$7.00	"	"	"	"	second	"	"
\$8.00	"	"	"	"	third	"	"
\$9.00	"	"	"	"	fourth	"	"
\$10.00	"	"	"	"	next	twelve	months.

and after his three years' apprenticeship the full minimum wage. In computing any six months' period an employment of ten weeks or longer shall be sufficient for that period.

(3) *Proportion of Apprentices.*—In any establishment of four or more employees, the number of apprentices shall not exceed one-third of the total number. Temporary employees whose term of employment does not exceed one month shall not be reckoned in this calculation.

(4) *Deductions for Absence.*—No deduction below the minimum wage line for absence shall exceed the value of the time lost, reckoned in proportion to the normal working hours in vogue in the establishment.

(5) *Penalties.*—Any violation of this order is punishable by fine or imprisonment. (See Section 22 of the Act.)

(6) *Posting.*—Each establishment shall keep a copy of this order posted where it can be readily seen by the employees.

(7) *Complaints.*—Any female employee not being paid at least as much as this order requires, should report to the Minimum Wage Board, Toronto.

(8) This order is subject to annual revision by the Board.

(9) *Definition.*—This order applies to milliners and millinery apprentices in shops and workrooms, but not in factories.

J. W. MACMILLAN, *Chairman.*

MARGARET STEPHEN.

LYDIA M. PARSONS.

H. G. FESTER.

R. A. STAPELLS.

(*Minimum Wage Board.*)

Effective, January 1st, 1926.

ORDER No. 42

Governing female employees in hairdressing or manicuring establishments, beauty parlours, and similar occupations in the City of Toronto.

(1) *Minimum.*—No experienced female employees shall be paid wages at a less rate than twelve dollars and fifty cents (\$12.50).

(2) *Learners.*—The wages paid to inexperienced workers shall not be less than is herein set forth:

First three months: a probationary period, no stipulated amount.

Second three months: \$6.00 per week.

Third three months: \$8.00 per week.

Fourth three months: \$10.00 per week, after which period of twelve months she shall be considered an experienced employee.

(3) *Schools.*—An inexperienced employee who has had three months or more instruction in a school which teaches any of the occupations governed by this order shall be exempt from the probationary period.

(4) *Maximum of Inexperienced Workers.*—The number of inexperienced employees in any establishment shall not exceed one-fourth of the total number of female employees. This rule shall not apply where there are less than four female employees.

(5) *Deductions for Absence.*—No deductions below the minimum wage line shall exceed the value of the time lost.

(6) *Waiting.*—An employee required to wait on the premises shall be paid for the time thus spent.

(7) *Posting*.—Each establishment shall keep a copy of this order posted where it can be readily seen by the employees.

(8) *Penalties*.—Any violation of this order is punishable by fine or imprisonment. (See Section 22 of the Act.)

(9) *Complaints*.—Any female employee not being paid at least as much as this order requires, should report to the Minimum Wage Board, Toronto.

(10) This order is subject to annual revision by the Board.

(11) This order shall come into force and be effective on August 1st, 1926.

J. W. MACMILLAN, *Chairman*.

MARGARET STEPHEN,

LYDIA M. PARONS,

H. G. FESTER,

R. A. STAPELLIS,

(*Minimum Wage Board*).

Toronto, June 2nd, 1926.
